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General Assembly

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**Sixty-fifth session**
**Fifth Committee**
Agenda item 113 (d)
**Appointments to fill vacancies in subsidiary organs and other appointments**

# Appointment of members of the International Civil Service Commission

## Note by the Secretary-General

1. As indicated in document A/65/104/Rev.1, the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will occur in the membership of the International Civil Service Commission beginning on 1 January 2011.

2. The members of the Commission whose terms of office expire on 31 December 2010 are:

Kingston Papie Rhodes (Sierra Leone) (Chair);

Daasebre Oti Boateng (Ghana);

Guillermo Enrique Gonzalez (Argentina);

Anita Szlazak (Canada);

Eugeniusz Wyzner (Poland).

Thus, the members to be appointed should come from the following regions:

Two members from the African States;

One member from the Eastern European States;

One member from the Latin American and Caribbean States;

One member from the Western European and Other States.

3. Candidatures have been received from the following Member States:

(a) From the Group of African States (two vacancies):

Daasebre Oti Boateng (Ghana);

Kingston Papie Rhodes (Sierra Leone);



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(b) From the Group of Eastern European States (one vacancy):

Eugen Mihut (Romania);

Eugeniusz Wyzner (Poland);

(c) From the Group of Latin American and Caribbean States (one vacancy):

Carleen Gardner (Jamaica);

Guillermo Enrique Gonzalez (Argentina);

(d) From the Group of Western European and Other States (one vacancy):

Marie-Françoise Bechtel (France).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226, the Secretary-General has undertaken consultations with Member States, through the Chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Thus the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning 1 January 2011:

(a) From the Group of African States:

Daasebre Oti Boateng (Ghana);

Kingston Papie Rhodes (Sierra Leone);

(b) From the Group of Eastern European States:

Eugen Mihut (Romania);

Eugeniusz Wyzner (Poland);

(c) From the Group of Latin American and Caribbean States:

Carleen Gardner (Jamaica);

Guillermo Enrique Gonzalez (Argentina);

(d) From the Group of Western European and Other States:

Marie-Françoise Bechtel (France).

6. The candidates' curricula vitae follow (see annex).

# Annex

## Curricula vitae

### Daasebre Emmanuel Oti Boateng (Ghana)

Daasebre (Professor) Emmanuel Oti Boateng is a respected traditional ruler and leader, an eminent national and international executive and a renowned scholar.

He was enstooled on 26 October 1992 as Omanhene (Traditional King) and the occupant of the Yiadom-Hwedie Stool of the New Juaben State of Ghana with a royal title of "Daasebre", which means "His Benevolence".

Before occupying the stool as Omanhene, he was a Senior Research Fellow and Director of Studies at the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana. From ISSER, Daasebre was appointed to the high office of Government Statistician, a position he occupied with distinction for a record period of over 17 years (1982-2000).

Daasebre holds the degrees of Bachelor of Science with honours in Economics from the University of Ghana, Master of Science in Statistics from the London School of Economics and Political Science and a Philosophy Doctorate in Statistics from University of Liverpool, United Kingdom. Daasebre (Professor) Oti Boateng developed in his doctoral thesis an algebraic algorithm for the exact inverse of symmetric tri-diagonal matrices, which was a significant contribution to theoretical and practical statistics as it permitted the derivation of exact estimates instead of the hitherto approximate and unreliable estimates in solving important socio-economic problems, especially when sampling on successive occasions. Further elucidation of this was published as ISSER technical paper No. 38 in 1978. He has over 70 technical publications to his credit in the areas of statistics, computing, economics, population and policy issues.

Daasebre has had a wide range of consulting and interactive experience with various international agencies which continue to tap on his expertise. His work experience began in 1963 with the largest bank in Germany, the Deutsche Bank, in their foreign department in Frankfurt. In 1966, he worked with the Boston Edison Company in the USA and produced a classic statistical analysis of Boston Edison's economic progress relative to the US economy for the 11 years inclusive from 1955 to 1965.

As Government Statistician, Daasebre rebuilt the Ghana Statistical Service to an enviable position as one of the best in Africa. During his tenure, he coordinated and supervised the production of over 350 statistical publications, which informed important national policy decisions. His keen interest in human resources development galvanized him to recruit and train over 100 young statisticians at the postgraduate level to enhance the capacity and capability of the Service. He successfully conducted the 1984 Population Census of Ghana during a period of difficult economic conditions.

Daasebre was a member of the United Nations Statistical Commission from 1983 to 1998 and became the first African to be elected as Chair of the Commission in 1987. In January 1993, Daasebre was also elected the first African Chair of the International Conference of Labour Statisticians at its fifteenth session in Geneva.

In April 1993, Daasebre was appointed a member of the United Nations Advisory Committee on Post Adjustment Questions, thus becoming a member of a core group of specialists who provide technical advice to the United Nations on matters relating to post-adjustment and restoration of purchasing power parity of international civil servants. He was reappointed for second and third consecutive four-year terms.

The genesis of the annual celebration of the African Statistics Day on 18 November is linked to Professor Oti Boateng's original proposal of the idea, which was supported by the Economic Community of West African States (ECOWAS) Directors of Statistics meeting in Accra in 1987 under his chairmanship. The proposal was endorsed by ECOWAS Ministers and subsequently adopted by the African Union.

As traditional ruler, he combines the dual roles of administration and adjudication; mobilizing his people for development and settling disputes among them, chairing and sitting on various judicial committees with original and appellate jurisdiction on all matters affecting chieftaincy at the regional and national levels.

Daasebre has remarkably strengthened the New Juaben Traditional Council as a local institution for the prosperity of the people. He has enhanced the unity of the chiefs and people of the New Juaben Traditional State by the Akwantukese Festival he instituted in 1997 with a mission of "development in unity for the welfare of the people". The festival is one instrument to mobilize the people, especially the youth, regarding their origins, migration, tradition and customs and to serve as a cultural and tourist attraction of the people of Ghana and elsewhere. He has established the Daasebre Award for Excellence to reward deserving individuals and organizations during the festival.

During the first term of the Fourth Republic (1993-1997), Daasebre was elected as a member of the Council of State, a body which is constitutionally mandated to advise the President of Ghana on national issues. He is a member of the National House of Chiefs and Chair of its Finance Committee.

Daasebre has served on a number of important national bodies, including the National Development Planning Commission (1993-2000), the National Population Council (2002-2009), the Volta River Authority Board (2001-2007), the Community Water and Sanitation Agency (since 2006) and the Ghana AIDS Commission (since 2009) which is chaired by the President of Ghana.

As a member of the Constituent Assembly in 1978 and 1979, Daasebre did not only contribute significantly to the drafting of the 1979 Republican Constitution, but also succeeded in getting his recommendation for the establishment of an autonomous Ghana Statistical Service accepted by the Assembly, which eventually led to the promulgation of the Statistical Service Law of 1985.

For 16 years (1983-1999), Daasebre was a member of the National Tripartite Committee for the negotiation of national minimal wages and other conditions of employment and served as chair of its Technical Subcommittee for the period.

Daasebre has been a member of the International Civil Service Commission, a subsidiary organ of the General Assembly, since 2003. He has made significant contributions to the Commission's deliberations, among which are the review and rationalization of the common system allowances and benefits, monitoring the pilot

study and broad-banding pay for performance, base/floor salary considerations and other issues. He has been particularly very strong and influential on matters relating to statistics and post-adjustment questions.

On 23 September 2003, the All Nations University in Koforidua conferred on Daasebre the distinguished title of Professor (Emeritus) of Statistics in recognition of his noble academic career and tremendous achievements in national and international affairs.

In October 2005, Daasebre delivered his Inaugural Lecture at the All Nations University in Koforidua on the topic "Electoral boundaries review and population census periodicity: the need for precision and synchronicity in the process", which analytically revealed some technical deficiencies inherent in article 47 (5) of the 1992 Constitution. The lecture has provided the lawmakers of the country with a compelling case not only to amend the defective article but also to enact a new law to establish a precise census periodicity to regulate the conduct of population censuses and the publication of census results needed for national planning and decision-making and for the commencement of electoral boundaries review so as to further enhance democracy and development in Ghana.

Daasebre's excellent academic achievement and experience in the field of statistics earned him the recognition of the "International Leaders in Achievement", published by the International Biographical Centre (IBC) in Cambridge, England, in 1988. This publication was dedicated to Daasebre and other distinguished personalities, for his outstanding contribution as a statistician. He has also been appointed to the renowned position of Honorary Director-General of IBC.

The Governing Board of the American Biographical Institute (ABI) conferred on Daasebre in 2006 the distinguished title of Genius Laureate of Ghana, as recorded in *500 Greatest Geniuses of the 21st Century*, published by the Institute for his "unparalieled intellect and wisdom" as well as his "distinguished progression and mastery in the field as statistician and traditional ruler".

In June 2007, he was honoured with the Distinguished Service Award by the Economics Department of the University of Ghana.

In July 2008, Daasebre received the National Award of the Order of the Volta (Civil Division) for his public service and traditional leadership. On 31 July 2008, he received the key to the City of Rochester in the United States in recognition of his promotion of twin sister-city relations. Again in 2008, the Daasebre (Professor) E. Oti Boateng Foundation was established by the American Biographical Institute to honour distinguished statisticians worldwide.

On 29 July 2009 Daasebre was elected the President of the Eastern Regional House of Chiefs.

Daasebre is the author of a book entitled *Barack Obama — Africa's Gift To The World*, written in July 2009 to commemorate the historic visit of President Barack Obama, the first African-American President, to Ghana and Africa.

## Kingston Papie Rhodes (Sierra Leone)

**Professional experience**

Kingston P. Rhodes is currently Chair and member of the International Civil Service Commission (ICSC). He was first appointed to the Commission in 2007 and is completing his first four-year term. Mr. Rhodes is responsible, along with the other Commission members, to the General Assembly for developing a single unified international civil service through the application of common personnel standards, methods and arrangements. In his capacity as ICSC Chair, Mr. Rhodes directs the work of the Commission and its secretariat, chairs the sessions of the Commission and promulgates under his signature the decisions of the Commission for transmittal to the executive heads of the common system organizations. Under his leadership, Mr. Rhodes has endeavoured to place more emphasis on the strategic role of the Commission for strengthening human resources systems in the United Nations common system organizations.

Prior to taking up his appointment as ICSC Chair, Mr. Rhodes served from January 2000 to December 2004 as Executive Secretary of ICSC, that is, as Chief Administrative Officer, during which time he was responsible for the overall management of the ICSC secretariat and for directing the development of compensation and human resources policies. He was the Commission's interlocutor in the informal sessions of the General Assembly's Fifth Committee, where his role was to provide technical clarifications on the views and recommendations of the Commission contained in the annual report of the Commission. In the ICSC secretariat Mr. Rhodes facilitated an environment that fostered internal teamwork and a collaborative framework for dialogue between the Commission and its interlocutors. Mr. Rhodes also served as Joint Secretary to the Panel on the Strengthening of the International Civil Service.

Between 1980 and 1999 Mr. Rhodes served in a variety of increasingly responsible positions in the ICSC secretariat, preparing numerous position/policy documents for Commission sessions. His first appointment was as statistician in the Cost-of-Living Division, followed by that of research officer in the Salaries and Allowances Division, covering pay and benefits issues. In 1992, Mr. Rhodes returned to the Cost-of-Living Division as Deputy Chief and in 1995 was appointed Chief of that Division and Secretary of the Commission's Advisory Committee on Post Adjustment Questions. In that role he directed the work on the United Nations worldwide system of equalizing the purchasing power of staff salaries. He provided ongoing technical advice to the Commission on statistical matters relevant to the mission of ICSC and significantly expanded professional contacts with leading statistical agencies throughout the world.

Between 1969 and 1980, Mr. Rhodes held a number of positions in the Sierra Leone national civil service, culminating in that of acting Deputy Director of the Central Statistics Office, where he worked on all aspects of complex statistical surveys and advised government and parastatal agencies. During this period he was also engaged part-time in the academic sector; he was lecturer in quantitative methods at the Department of Economics, University of Sierra Leone; lecturer in statistics for administrative officers at the Civil Service Training College; assistant course director at the Munich Centre for Advanced Training in Statistics; and consultant statistician to the Nutrition Unit, University of California, on the 1978

national nutrition survey in Sierra Leone, subsequent to which he spent a year on attachment to the United States Bureau of the Census and the United States Bureau of Labour Statistics.

Mr. Rhodes was the representative of the Government of Sierra Leone in 2006 to the Fifth Committee at the sixty-first session of the General Assembly. In the early 1970s he was Sierra Leone's representative to the fifth and seventh sessions of the United Nations Africa Commission on Agricultural Statistics and Vice-Chair of the seventh session.

Mr. Rhodes holds postgraduate degrees from the Moscow Institute for Economics and Statistics and from George Washington University in Washington, D.C.

Mr. Rhodes was born in 1942 and is married. He is fluent in English and Russian and works in French.

## Eugen Victor Mihut (Romania)

Date and place of birth: 20 January 1967, Bucharest

**Marital status**

Married, one daughter

**Foreign languages**

Fluent in English and French

**Career**

| | |
|---|---|
| 2008-present | Counsellor to the Permanent Mission of Romania to the United Nations, New York |
| 2007-2008 | Director, United States and Canada Relations Directorate, Ministry of Foreign Affairs |
| 2006-2007 | Deputy Director, United Nations Department, Ministry of Foreign Affairs |
| 2001-2005 | Political section of the Romanian Embassy to Washington |
| 2000-2001 | Deputy Director, Organization for Security and Cooperation in Europe Department, Ministry of Foreign Affairs |
| 1996-2000 | Permanent Mission of Romania to the United Nations, New York, covering Fifth Committee issues |
| 1991-1996 | United Nations Department, Ministry of Foreign Affairs |
| 1991 | Electrical Engineer, Research and Development Department of Metroul S.A. |

**EDUCATION**

| | |
|---|---|
| 2006-2007 | Main course on national and international security issues, Romanian National Defence College, National Defence University "Carol I", Romania |
| 1994 | Postgraduate studies, National Institute for Public Administration, Paris |
| 1993 | Postgraduate course on international relations, University of Leeds, United Kingdom |
| 1992-1993 | Postgraduate course on international affairs, Romanian Ministry of Foreign Affairs and Romanian Ministry of Education |
| 1986-1991 | School of Electrical Engineering, Bucharest Polytechnic Institute |

**Publications**

"Considerations upon Peace-keeping, Peace-making and Peace-enforcement Operations", 1993, Romanian Institute for International Studies

"Considerations upon Humanitarian Law", with Octavian Florescu, 1994, Romanian Institute for International Studies

## Eugeniusz Wyzner

### Education

Law degree (international law), Warsaw University; postgraduate studies at the Hague Academy of International Law

### Professional experience of executive and personnel management and responsibilities in public administration

He has served as member of the International Civil Service Commission (1999-), including seven years as its Vice-Chair.

At the United Nations Secretariat, he served as Under-Secretary-General for Public Information (1992-1993) and Under-Secretary-General for Conference Services and Special Assignments (1982-1992). While managing those two large departments, he was personally involved in the development and implementation of various reform and efficiency measures, in order to provide professional and effective conference and information services to Member States.

Over a long period of time, he participated in the work of United Nations bodies dealing with various aspects of personnel issues. He was Chair of the Appointments and Promotion Board (1991-1993) of the Steering Committee for the Improvement of the Status of Women in the Secretariat (1989-1992) and of the Publications Board (1982-1993). He was also a member of the Programme Planning and Budgeting Board (1984-1993), and the Secretariat Group on Administrative Reform (1983-1984).

In his country's Civil and Foreign Service, he held a wide range of posts requiring managerial competence. In 1998-1999 he served as Ambassador and Permanent Representative of Poland to the United Nations. He was the Secretary of State and First Deputy Minister for Foreign Affairs of Poland in 1996 and 1997. From 1994 to 1995, he was the Parliamentary Secretary and Deputy Minister for Foreign Affairs of Poland. During that period (1994-1997), he was Vice-Chair of his country's delegation to the General Assembly.

From 1973 to 1978 he was his country's Permanent Representative to the United Nations Office in Geneva. In 1978, he became Director of the Department of International Organizations in the Ministry of Foreign Affairs of Poland. His executive career at the Foreign Ministry began as Head of the Treaties Section. Later, he became Director (1971) of the Ministry's Legal and Treaties Department.

### Other professional and United Nations activities

Delegate to numerous sessions of the General Assembly and of the Economic and Social Council

Chair, Preparatory Committee for the 2000 Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons

United Nations Commissioner-General for Expo 1993 taking place in the Republic of Korea

Chair, United Nations Exhibits Committee (1992-1993)

Chair, United Nations Senior Advisory Board on Services to the Public (1992-1993)

Chair, International Annual Meeting on Language Arrangements, Documentation and Publications, 1982-1991

Chair, United Nations Disarmament Commission (1982)

Chair, Legal Subcommittee, United Nations Committee on the Peaceful Uses of Outer Space (until 1982)

Member of the Boards of Directors of the International Peace Academy (New York); the International Institute of Space Law (Paris); and the International Congress Institute (Salzburg, Austria)

**Other functions in Poland**

Currently Vice-President, Jan Karski Society; Member of the Ambassadors Board, European Academy of Diplomacy

Vice-Chair, Poland's Committee on the Observance of the Fiftieth Anniversary of the United Nations (1994-1996)

Chair, Governmental Board on the Implementation of the Convention on the Prohibition of Chemical Weapons (1996-1997)

Member, Committee on Space Research, Polish Academy of Sciences (1996-1997)

**Decorations and citations**

Numerous Polish decorations, including Grand Commander's Cross of the Order of Polonia Restituta and title of "Poland's Diplomat of the Year" (1996); Order of the Légion d'Honneur awarded by the President of France; Order of the Phoenix awarded by the President of Greece; testimonial from the United Nations Secretary-General in recognition of dedicated service in support of United Nations peacekeeping operations

**Publications**

Writings on various international subjects, including the United Nations

**Languages**

Polish, English, French, Russian

## Carleen Gardner (Jamaica)

Retired United Nations senior executive with deep knowledge and expertise in international human resources management based on 11 years of work experience in the United Nations system and prior experience in the public and private sectors in the developing world.

### Core competencies

- Results-based monitoring and evaluation
- Strategic planning
- Project management
- Negotiation
- Compensation management
- Performance evaluation and assessment centre design
- Fluent in English, French and Italian with good knowledge of Spanish

### Professional experience

**December 2008-June 2009**
**Consultant, Department of Political Affairs, United Nations, New York**

- Reviewed the work of United Nations agencies in the Caribbean and developed a monitoring framework for United Nations/Caribbean Community joint work programme

**May 2007-June 2009**
**Consultant to Vice-Chancellor, University of the West Indies (UWI)**

- Contributed to the establishment of UWI Consulting Inc., a mechanism for the mobilization of regional expertise to contribute to Caribbean development

**February-April 2007**
**Consultant, Department of Economic and Social Affairs, United Nations, New York**

- Reviewed human resources policies and programmes in United Nations operational agencies and prepared an assessment for the triennial comprehensive programme review for presentation to the General Assembly

**July 2004-May 2006**
**Deputy Executive Director, United Nations Office for Project Services (UNOPS), New York**

- Monitored the composition and strengths of the UNOPS portfolio of projects in Asia, Africa, Latin America, Central Europe and North America and provided representation in the United Nations system-wide High-level Committee on Management and the Common Services Working Group

**February 2000-July 2004**
**Assistant Director-General, General Affairs and Information Department, Food and Agriculture Organization of the United Nations (FAO), Rome**

- Directed the departmental programme of work and biennial budget of $53 million, managing a staff of 300 personnel globally, to successfully enhance the visibility of FAO
- Performed the duties of Secretary-General to both the FAO Governing Conference and the FAO Council
- Coordinated the annual World Food Day campaign in collaboration with the Italian Ministry of Development Cooperation, FAO national committees worldwide and Rome-based United Nations food agencies
- Directed the FAO Ambassadors Programme in the fight against hunger and chaired the first Round Table of Celebrities in support of the work of FAO

**June 1998-January 2000**
**Director of Personnel, Food and Agriculture Organization of the United Nations, Rome**

- Managed the Personnel Division to achieve improvements in personnel administration and initiated the transition to human resources management
- Galvanized senior management support and obtained approval for the first FAO human resources strategy; spearheaded FAO human resources policy committee, with senior management membership
- Improved recruitment policies and practices
- Obtained approval for gender equity policy; represented FAO on the United Nations Staff College Board, in the human resources Network and in the Secretary-General's Task Force for the reform of human resources management in the United Nations system

**July 1995-May 1998**
**Deputy Director of Personnel, United Nations Development Programme (UNDP), New York**

- Assisted the Director of Personnel in day-to-day operations, including staffing of UNDP country offices, selection of resident coordinators and mobilizing personnel for emergency and post-conflict situations
- Prepared the UNDP human resources strategy 1996-1998, adopted by the senior management to initiate the transition from personnel administration to human resources management policies and practices
- Led the human resources management change management team and spearheaded the development and implementation of competency-based assessment and performance appraisal of resident coordinators
- Conducted human resources-related troubleshooting missions to UNDP country offices in Africa, Europe and Latin America

**January 1994-May 1995**
**Senior Fellow, Mona Institute of Business, University of the West Indies, Jamaica**

- Taught human resources management in the executive master's of business administration programme while successfully establishing and managing the Consultants Network to provide services to the public and private sector; also led important change-management assignments in the Jamaican public sector

**July 1981-December 1993**
**Organization development and human resources management consultant**

- Conducted assignments in job design and job evaluation, compensation studies and salary surveys, organizational assessment, organizational design and development, project management for KPMG Peat Marwick, Hillcrest House Management Consultants, the Government of Jamaica's Cabinet Office, the Canadian International Development Agency, the World Bank, FAO and the United States Agency for International Development (USAID)

**January 1973-June 1981**
**Sociological researcher**

- Conducted social feasibility and social planning studies for UNDP/FAO, the Government of Jamaica, USAID; trained United States Peace Corps volunteers; conducted surveys and leadership training and facilitated community participation in urban self-help housing programmes and rural socio-economic development programmes

## Education and training

| | |
|---|---|
| 2006 | Senior Mission Leader Course, Folke Bernadotte Academy and the Department of Peacekeeping, in Stockholm |
| 2006 | International Programme in Development Evaluation Training, World Bank and Carleton University, Ottawa |
| 2006 | Managing projects, George Washington University/ESI, New York |
| 1997 | Negotiating change, Harvard Business School, Boston |
| 1987 | Masters degree, organizational management, George Washington University, Washington, D.C. (USAID scholarship) United States Department of Agriculture Graduate School, Certificate in Advanced Management |
| 1982 | Certificate in Institutional Management Consulting, University of Delft-RVB, the Netherlands |
| 1972 | Masters degree, education, Howard University, Washington, D.C. |
| 1970 | Bachelor's degree, French and sociology, Howard University, Washington, D.C. |

## Guillermo Enrique Gonzalez (Argentina)

Guillermo Gonzalez was born in Cordoba, Argentina, on 30 December 1942. He is married and has 6 children and 10 grandchildren.

Mr. Gonzalez earned a degree in political and social sciences and diplomacy from the Catholic University of Cordoba and entered the Argentine Foreign Service right after his graduation in 1965. After three years in Buenos Aires, he was posted to Quito, Ecuador, between 1968 and 1970, and then to Lima until 1973. From 1975 to 1981 he served in the Permanent Mission of Argentina to the Organization of American States in Washington, D.C. On returning to Buenos Aires, he worked as Chief of Staff to the Under-Secretary of Foreign Affairs.

In 1982 he was transferred to Rome as Permanent Representative of Argentina to the Food and Agriculture Organization of the United Nations (FAO) and Governor of the International Fund for Agricultural Development (IFAD), where he remained until 1987. Back in Buenos Aires, he served as Director-General of International Cooperation at the Agriculture Secretariat in the Ministry of Economy. Later, in 1989, he took office as Director-General of International Economic Relations.

In 1990 he was appointed Ambassador to Nigeria and non-resident Ambassador to Benin and Ghana, a tenure he held until 1993. He also represented his country at the African Development Bank during that period.

Back in Buenos Aires, he was promoted to full Ambassador and served, first, as Under-Secretary for International Economic Negotiations and, later, as Under-Secretary for Foreign Affairs.

He was posted as Ambassador to Switzerland from 1996 to 1998. He was then transferred to Geneva as Permanent Representative to the United Nations Office at Geneva and other international organizations until January 2000. During his tenure in Geneva, he served and was elected to different posts in the World Trade Organization and other United Nations meetings, including the Presidency of the Conference on Disarmament. The Secretary-General of the United Nations appointed him as a member of the Advisory Board on Disarmament Matters.

In 2000 he was appointed Ambassador to the United States of America, where he remained until 2002. From Washington, he was transferred back to the embassy in Switzerland and was non-resident Ambassador to the Principality of Liechtenstein.

Since his return to Buenos Aires, in October 2004, he was appointed General Commissioner of the Argentine Pavilion in World Expo 2005, in Aichi, Japan, and he headed the International Organizations Bureau in the Ministry of Foreign Affairs, International Trade and Worship, until 2006.

He was elected by the General Assembly to serve in the International Civil Service Commission for the 2006-2010 period, and since 2008 has presided over the Argentine delegation to the binational Rio de la Plata Managing Commission.

Mr. Gonzalez speaks fluent Spanish, English and Italian.

## Marie-Françoise Bechtel (France)

### I. Principal professional functions and activities

Since 2003: Member of the Conseil d'Etat (which is legal adviser to the Government and France's supreme administrative court)

Member of the Council of State's Interior Section

- Legal adviser to the Government on administration
- Status of civil servants and public employees, territorial communities
- Justice, home affairs and immigration
- Culture and communication, education and universities

Member of the Council of State's Litigation Section

- Court of last resort judge for litigation related to territorial communities (structures, financing, personnel management), environmental issues, local and European elections

2000-2003: Director of ENA (National School of Public Administration)

- Management of the public institution (finances, personnel, policymaking, definition of national projects and international cooperation projects)
- Organization of the recruitment and training of students, who will serve as administrators in all French civil service areas
- Conduct of missions for international cooperation in the training of administrators, notably in Western and Eastern Europe, Lebanon, the Syrian Arab Republic and China

1999-2000: Legal Adviser to the Minister of the Interior

1993-1999: "Maître des Requêtes" and later "Conseiller d'Etat" at the French Council of State

- Assessor at the Council of State's Litigation Section (litigation on urban planning, all issues relating to overseas territories and the State civil service)

1992-1993: Adviser to the Minister of Justice

- Constitutional issues and status of personnel under public law (prison officers, specialist educators, non-magistrate staff in tribunals and courts)

1986-1992: "Maître des Requêtes" at the French Council of State

- Legal adviser to the Government (issues referred to the Interior Section) and litigation judge (in the taxation field)

1984-1986: Adviser to the Minister for Education and Higher Education

- All issues relating to private teaching establishments (financing, teacher status, control)

1980-1986: "Auditeur" and later "Maître des Requêtes" at the French Council of State

## II. Other public activities

2002-2009: Member of the United Nations Committee of Experts in Public Administration (CEPA)

- Spoke at CEPA annual meetings on issues of governance, including a presentation in 2009 on "The management of human resources: global challenges and recommendations in the form of a comparative study"
- Participated in the fifth Global Forum on Reinventing Government, held in Mexico City in November 2003

2004 to date: Chamber President at the National Court of Asylum of France

1990-2003:

- Member of the Tribunal des conflits (Court of Arbitration) from 1997 to 1999
- Member and general rapporteur of the Advisory Committee for the revision of the French Constitution from 1992 to 1993
- Rapporteur at the Military Pension Commission from 1980 to 1982

1983-1990: Senior lecturer at the Paris Institute of Political Studies

## III. Publications

*Revue française d'administration publique* (French Journal of Public Administration): from 1986 to 1999, wrote columns on most areas relating to public administration and policy

*Cahiers de la fonction publique et de l'administration* (Journal of the Civil Service and Administration): articles on the reform of the Ecole nationale d'administration (2003) and merit rating of civil servants and the competitive examination principle (2004)